

**South Dakota Board of Education Meeting  
Kneip Building, Conference Room #3  
700 Governors Drive – Pierre, SD  
Minutes for March 17-18, 2008**

The South Dakota Board of Education convened a regular meeting at 8:12 a.m. on Monday, March 17, 2008 in Kneip Conference Room #3, Pierre, South Dakota.

**Board Members Present:** Kelly Duncan, Don Kirkegaard, Richard Gowen, and Glenna Fouberg, Patricia Simmons

**Department of Education Staff Present:**

Rick Melmer, Melody Schopp, Lanette Johnston, Mark Wilson, Becky Nelson, Darla Mayer, Wade Pogany, Sandra Kangas, Jan Martin, Gloria Smith-Rockhold, Steven Rounds, Susan Woodmansey, Mark Gageby, Deb Barnett, April Hodges.

**1.0 Adoption of March 17-18, 2008 agenda.**

Add brief discussion of graduation requirements at 8:00 am on Tuesday. Melmer will introduce Neil Fulton from Governors office will stop in at 8:00 a.m. Tuesday for an introduction as well.

**Motion:** Motion by Dick Gowen and seconded by Glenna Fouberg to adopt the agenda with the following additions: Add brief discussion of graduation requirements at 8:00 a.m. on Tuesday. Introduced Neil Fulton from the Governors office at 8:00 a.m. on Tuesday.

**Conclusion:** The motion carried.

**2.0 Approval of January 15-16, 2008 meeting minutes**

**Motion:** Motion by Dick Gowen and seconded by Don Kirkegaard to approve the January 15-16, 2008 meeting minutes as printed.

**Conclusion:** The motion carried.

**3.0 Fresh Fruit & Vegetable Program Update / National Governor's Association Grants for Healthy Projects / Beef Recall**

Sandra Kangas, DOE, shared that the beef recall is going well and schools have been cooperative. We will have 35 schools on the fresh fruit and vegetable program that will receive mini-grants for this project.

**4.0 Board of Regents Update**

Sam Gingerich, BOR, passed out the Fact Book Fiscal Year 2008. (filed with the secretary's office and available on the Board of Regents website) Gingerich outlined changes that the 2008 Legislature made to the South Dakota Opportunity Scholarship. They are as follows: 1. Students may take the ACT or SAT prior to entering a postsecondary institution rather than before graduating from high school. Essentially, this change allows students to take either test during the summer prior to entering college. 2. A language change makes the "distinguished" graduation pathway (as defined in ARSD 24:43:11:05) the official standard for eligibility for the scholarship. 3. The program will fund eligible students for four years rather than until they earn their first degree. This change basically allows students who attend a technical institute to transfer to an instate college or university, and the scholarship follows. The scholarship may last for a total of four academic years.

## **5.0 ESA's Update and Teacher Compensation Assistance Program Approval**

Wade Pogany, DOE, provided the board with information regarding the current work of the Education Service Agencies. (see handout filed with the secretary's office) For more information regarding Education Service Agencies go to: <http://sdesa.k12.sd.us>

Wade Pogany, DOE, shared the recommendations from the TCAP Oversight Board to the State Board of Education March 17, 2008 for approval of the Bonesteel/Fairfax, Bowdle/Faulkton Area, and Oldham/ Ramona school districts, and recommends their approval for the 2008-09 school year.

**Motion:** Motion by Pat Simmons and seconded by Don Kirkegaard to approve the reviewed application revisions from Bonesteel/Fairfax, Bowdle, Faulkton Area, and Oldham/Ramona school districts, and recommends their approval for the 2008-09 school year.

**Conclusion:** Motion passed.

## **6.0 SD Counts**

Jan Martin, DOE, said that SD Counts is in the second year of a three year project designed to improve mathematics instruction in the elementary grades. The impacts to date include improved student achievement, increased teacher content knowledge, and administrators with better understanding of research-based mathematics instructional practices. (see handouts filed with the secretary's office)

Ben Sayler, CAMSE, shared evidence of impact on teachers. Overall evaluation is led by Inverness Research. This includes classroom observations, teacher surveys, interviews of math specialists and project leaders. Internal research is conducted by CAMSE, SDDOE, & ESAs. It includes analysis of student achievement and impact on teacher content knowledge. 2007 Summer Institute was held. (powerpoint presentation is filed in the secretary's office)

## **7.0 Teach for America**

Ryan Wise, Executive Director for Teach For America, shared that he has taken a job with "Teach for All" which will take the TFA model to other countries. Teach for America's approach is two-fold: 1) provide our nation's brightest young people to serve as teachers in our highest need communities for two years and provide them with the support and training to make a measurable difference in student achievement, and; 2) Build a leadership force in and out of education that will make the systemic changes necessary to ensure all children will have the opportunity to receive an excellent education. In the fall of 2004, 17 teachers were placed in eight schools within three school districts on the Rosebud and Pine Ridge reservation. This year, there are 47 first and second year teachers and eight alumni teaching within 14 schools and 5 school districts. This fall 30 new corps members will be welcomed to South Dakota, bringing the total to more than 50 (and greater than 60 if you consider the alumni who will continue to teach in the state). These new corps members will come from a pool of 25,000 recent college graduates from across the country who competed for the opportunity to join Teach for America.

## **8.0 National Math & Science Institute Grant – Learning Power**

Melody Schopp, DOE shared information about a new program, Learning Power: South Dakota Online AP Incentives Program. The program provides students with cash incentives when they pass certain Advanced Placement courses in math, science and English. The AP courses are taken online via the South Dakota Virtual School.

Students receive \$100 when they pass the AP exam with a score of 3 or higher.

Information about this new program is available at [www.sdvhs.k12.sd.us](http://www.sdvhs.k12.sd.us). The program is funded by a grant from the National Math and Science Institute supported by Exxon Mobil. The initiative is an effort of the South Dakota Collaborative for Advanced Placement, whose membership includes leaders from the government, education and business communities.

## **9.0 8<sup>th</sup> Grade Algebra Exit Exam**

Melody Schopp, DOE, turned this over to Don Kirkegaard who posed the question. At the previous board meeting it was discussed that DOE might try and find 9<sup>th</sup> grade algebra students (classes) to take the same test and be used as an unidentified control group. There appears to be concern from the field that the 8<sup>th</sup> grade algebra exit exam will not represent an accurate picture of what our 9<sup>th</sup> graders are being held accountable. It could possibly give the test more credibility if a test group provided proof that a certain amount of 9<sup>th</sup> graders have successfully passed the same exam. Melmer shared that we are going to find schools willing to participate in order to get data on a variety of and end of course exams. Melmer will be meeting with area superintendents soon and will have volunteers from schools participate in being tested and gathering data.

## **10.0 Onsite Review Options**

Melody Schopp, DOE, also turned this item over to Don Kirkegaard who proposed the idea of DDN rather than face to face audit. Britton recently had a desk audit for a federal program. A suggestion was made that perhaps the same thing could happen with a DDN session and save the state employees considerable time and mileage. Melmer mentioned that the DOE is in the process of purchasing live meeting capacities through the state. This would be another option for audits and not having to travel so much.

## **11.0 Secretary's Report**

**NCLB Announcement** - Rick Melmer, DOE, said if weather holds he will be attending a press conference in Minneapolis, MN on Tuesday, March 18<sup>th</sup>. The conference will be conducted by Secretary Margaret Spellings to announce the US DOE's interest to include a provision to allow for differentiated consequences when considering schools for improvement under the NCLB Act. The press conference is set for 9:15 a.m in the Minnesota State Capital.

**BOE members** - The Governor is currently considering nominees for the two vacant positions of the State BOE. An announcement is expected within the next two weeks.

**Legislative Summary** – Melmer shared a summary of the significant education bills that were passed or defeated during the 2008 legislative session. Regarding Senate Bill 187, the education funding package passed by the 2008 legislative session. Districts have a number of questions about the bill, which provides a 3 percent increase

in K-12 school districts for FY 09. Under the new law, districts are required to increase their teacher salaries and benefits by 3 percent in order to receive the full 3 percent increase. If a district does not raise salaries and benefits by 3 percent, the district would receive only a 2.5 percent increase. Secretary Melmer will answer questions about the funding package during regional information sessions set for late March and April. (see handout filed in secretary's office)

### **Executive Session – Lawsuit Update**

At 12:00 noon President Duncan recessed for lunch and went into executive session and allowed Attorney General Larry Long and Assistant Diane Best to update board members regarding the lawsuit. Attorney General Long also shared info with the board on funding of the lawsuit in regard to using district funds to subsidize lawsuit costs. Judge Lori Wilbur will decide: 1) whether any school district has been a party to the lawsuit? If no, 2) whether a school district can pay the legal fees for any lawsuit in which they can not be a party.

### **12.0 Public Hearing 24:10:45 – Postsecondary Technical Institute Credential Administrative Rules**

Mark Wilson & Becky Nelson, DOE, shared that individuals receiving a credential from business and industry to instruct career and technical education need to gain knowledge of educational methodology in an efficient, effective and economical manner. While reviewing the administrative rules, the committee found the following areas that needed to be addressed: changes from “vocational” to “career and technical”, number of credits required to take in the first two years of teaching, determination of who can receive a two year and five year credential, and change in language for a one year credential. (See changes in attached rule filed with the secretary's office.) There were no public comments or changes suggested at the first reading. The department requested the Board of Education approve proposed changes to administrative rule 24:10:45, Postsecondary Technical Institute Credential.

**Motion:** Motion by Richard Gowen and seconded by Don Kirkegaard to approve changes to administrative rule 24:10:45, Postsecondary Technical Institute Credential as proposed above.

**Conclusion:** Motion passed.

### **13.0 Public Hearing – Perkins IV – State Plan**

Mark Wilson & Gloria Smith Rockhold, DOE, referred to the plan and 20 required changes on the website. The Perkins Career and Technical Education Act of 2006 requires public input into the development of the State Plan. The SD Board of Education is the eligible agency for receiving the Perkins funds which are administered by the Department of Education. Final approval of the state plan is required by the Perkins law.

**Motion:** Motion by Richard Gowen and seconded by Don Kirkegaard to approve the Perkins State Plan as presented.

**Conclusion:** Motion passed.

### **14.0 Public Hearing 24:15:07 – National Board Certification**

Melody Schopp, DOE, shared that the rule changes requested for National Board Certification were sent to the Legislative Research Council for approval. They reviewed the rules and pointed out that the statute only references "public school teachers", and

as a result, the change we requested to include school service specialists and administrators is outside of our statutory authority. As a result, the department rescinded their request for the changes to ARSD 24:15:07.

#### **15.0 First Reading – 24:43:11:08 Career Interest Assessment (8<sup>th</sup>) Aptitude Assessment (10<sup>th</sup>)**

Mark Wilson & Steven Rounds, DOE, spoke regarding Current Rule Testing Requirements, school districts shall administer an aptitude and interest assessment during the fall semester in grade eight or nine, using an assessment provided by the Department of Education. School districts shall administer a career aptitude assessment by the end of the fall semester of grade ten and (interest assessment) by the (conclusion of grade eight) to be used to develop the students' personal learning plan. This will be done by using an assessment provided by the Department of Education.

**Motion:** Glenna Fouberg moved and Richard Gowen seconded to move changes to administrative rule 24:43:11:08, career aptitude/interest assessment = personal learning plan to a public hearing at the May 2008 meeting.

**Conclusion:** Motion passed

#### **16.0 First Reading – Secondary Teacher Certification 24:15**

Mark Wilson & Becky Nelson, DOE shared the Secondary Career and Technical Education Alternative Route to Certification, Additional Career and Technical Education Endorsements. There is a need for career and technical educators in the state. The office of career and technical education and career and technical secondary directors / administrators cabinet started to review the current administrative rules in which individuals from business and industry could become certified instructors. After reviewing current rules, the committee felt there was a need for a clearer process put in place. The career and technical education endorsement rules also needed to be better defined. A draft plan was put together and reviewed several times. Individuals outside DOE and secondary cabinet members were also consulted during the process to develop the career and technical alternative certification rules.

After listening to board comments and requests to clarify certain items, Gowen asked that Wilson work up another set of rules and bring them back to the board in May.

**Motion:** Motion made by Don Kirkegaard and seconded by Glenna Fouberg to move changes to administrative rule 24:15 secondary certification to a public hearing at the May 2008 meeting (with the small changes of clarification to the objectives in the personal development area of human relations and SD Indian studies)

**Conclusion:** Motion passed.

#### **Change in Agenda**

Melody Schopp requested that we exchange items 17.0 Virtual High School and 18.0. Excess General Funds on the agenda. Board approved.

#### **17.0 First Reading 24:43 – Virtual High School**

Melody Schopp, DOE

The South Dakota Virtual High School Advisory Council is proposing changes to some of the rules based on a year of operational wisdom. These rules do three things:

- 1) Change the name to South Dakota Virtual School – this was changed statutorily to allow for middle school courses;
- 2) Restriction of courses from providers outside of the state or within state based on need, and
- 3) Restriction of courses to be provided online and to not allow for correspondence courses without an exemption from the Secretary of Education that shows reason and cause for use of this type of course.

**Motion:** Motion made by Richard Gowen and seconded by Glenna Fouberg to move changes to administrative rule 24:43:01:09, 24:43:12:09, 24:43:12:10, 24:43:12:11 – Virtual High School to a public hearing at the May 2008 meeting.

**Conclusion:** Motion passed.

### **18.0 First Reading 24:17:02 – Excess General Funds**

Susan Woodmansey, DOE, noted that this requested change adds to the list of factors that can be considered by the oversight board when reviewing school districts requests for exemption. The board has received a request from a school district that sold land and buildings when they were unsuccessful at passing an opt out. Similar to an opt-out, the original funding to purchase the land and building was funded by local property taxes. There is no state participation for the Capital Outlay Fund.

**Repeal** 24:17:02:04 – This administrative rule is in conflict with SDCL 13-13-76 which clearly states that the Excess General Fund Oversight Board makes the decision to exempt.

**Addition** of 24:17:02:07 establishes term limits for Excess General Fund Oversight Board members.

**Motion:** Motion made by Richard Gowen and seconded by Don Kirkegaard to move changes to administrative rule 24:17:02:03, 24:17:02:04, and 24:17:02:07 Excess General Funds to a Public Hearing at the May 2008 Board of Education meeting.

**Conclusion:** Motion passed

### **19.0 First Reading 24:40:09 – Robert Byrd Scholarship**

Deb Barnett & Mark Gageby, DOE, propose to amend ARSD 24:40:09:04, application requirements, and 24:40:09:04, selection criteria. Current rules call for submission of scholarship applications to the department by May 1<sup>st</sup> of each year. The proposal is to change the submission date to the third Friday of March. With this change, districts will be able to include scholarship awards at recognition at award banquets or other events scheduled for the end of the school year. The May 1<sup>st</sup> submission date often results in notification of the scholarship after districts hold their recognition events. The department also proposes to delete the phrase “or the equivalent on a weighted scale” as part of the scholarship selection criteria. Current language creates an advantage for some students who have access to Advanced Placement courses because they can have a weighted grade point average higher than a 4.0.(see handout)

**Motion:** Motion made by Don Kirkegaard and seconded by Patricia Simmons to move changes to administrative rule 24:40:09 – Robert Byrd Scholarship to a Public Hearing at the May 2008 Board of Education meeting.

**Conclusion:** Motion passed

## **20.0 LATI - Special Recognition**

Mark Wilson, DOE, introduced Deb Shephard, LATI, and shared that LATI had received a special achievement award for service from the Corporation for National and Community Service as part of the second annual President's Higher Education Community Service Honor Roll. LATI was one of two, 2-year colleges in the nation, along with two additional universities that received the special achievement award in recognition of its commitment to service. Congratulations.

## **21.0 Tuition – Technical Institutes**

Mark Wilson, DOE, introduced Chris Paustian from Mitchell Technical Institution to speak for the tuition rate increase proposed by the four technical institutes. The SD Technical Institutes request an increase in tuition from 74 to 78 dollars per credit hour for the 2008-09 school year based on inflation and increased expenses.

**Motion:** Motion made by Richard Gowen and seconded by Don Kirkegaard to approve the requested \$4.00 /credit hour tuition increase for Technical Institutes effective July 1, 2008

**Conclusion:** Motion passed

## **22.0 Facility Project Application – Technical Institutes**

The Technical Institutes have been in the process of upgrading and adding additional facilities for new programs to meet workforce needs.

Mark Wilson, DOE, thanked Board members who did site visits on all four technical institutes. Wilson introduced Chris Paustian – MTI to share his facility project application for the Utility & Convergence Technologies Centers and Land Laboratory Projects. Programs work together but are located in different locations. The plans are to build a new facility and sell the old property. (see handout filed with secretary's office)

Wilson introduced Deb Shephard to explain the LATI campus master plan. (see handout filed with secretary's office) Shephard shared that LATI is over capacity. (see plans filed with the secretary's office)

Wilson introduced Rich Gross from WDTI to explain his facility project application. Potential partnership with the Pennington County and City of Rapid City for a library. Meeting space – expand commons area and provide a new book store area. (See plans filed with the secretary's office)

Wilson introduced J.J. Linn from the SD Housing Education Funding Authority (see handout filed with the secretary's office) Bond Buyer's Revenue Index – interest rates from 1987 to 2008. Draft – technical education tuition sub account – projected cash – period ending August 31. Linn shared why combining LATI and MTI in one issuance would be cost effective. Wilson asked for more time – perhaps have a conference call in April. He would want to include South Dakota Finance and Management Department in more discussions. A meeting time via teleconference will be set up for April 4, 2008 from 10:00 a.m. – 11:00 a.m. CDT.

### **23.0 First Reading – Update Admin Rule Change Program Review**

Mark Wilson, DOE, shared that the collaboration with the Technical Institutes, DOE, and the Board of Education continues to bring opportunities to improve the system. Over the years OCTE staff would review programs every three years and present to the Board of Education in May. The rotation of program reviews was not always in the best interest of the Technical Institutes. The program reviews would at times be held the same year or within one year of accreditation or certification of a program. With more emphasis based on utilization of data (enrollment, retention and placement) and the accreditation/certification process, Technical Institutes and DOE/OCTE can improve programs and streamline the process. First reading of 24:10:42:24 will be scheduled at the May board meeting.

### **24.0 Legislative Update – Technical Institutes**

Mark Wilson, DOE, introduced the Technical Institute Presidents who visited with the board about the funding formula and bonding issues. They shared that the legislature raised the bonding cap to 80 million dollars.

**Motion:** Gowen made a motion and Kirkegaard seconded to express our appreciation to the Technical Institute Task Force.

**Conclusion:** Motion passed.

### **25.0 2007 SD Youth Risk Behavior Survey Results**

April Hodges, DOE introduced Dr. David Schubot and asked that he explain the 2007 YRBS Survey Results. The South Dakota Youth Risk Behavior Survey is a voluntary survey conducted every other year in South Dakota public, private, and Bureau of Indian affairs schools. Results of the survey are used by numerous agencies statewide to monitor risk behaviors, plan prevention efforts, target interventions and make policy recommendations. Questions / concerns or requests for additional copies of the publication should be directed to: Coordinated School Health, DOE, 700 Governors Drive, Pierre, SD 57501-2291 <http://doe.sd.gov/oess/schoolhealth/yrbs/> (see handout filed with secretary's office)

Meeting was recessed at 5:11 p.m.

### **Tuesday, March 18, 2008 Day Two**

President Duncan reconvened the meeting at 8:02 a.m. Deb Barnett, deputy secretary for the Department of Education, sat in for Rick Melmer who was meeting with Margaret Spellings in MPLS.

**BOE members present** - Kelly Duncan, Don Kirkegaard, Richard Gowen, Glenna Fouberg, Patricia Simmons,

Duncan Introduced Neil Fulton, the Governors new chief of staff.

### **Addition to the Agenda**

President Duncan asked Wade Pogany, DOE, to address the group and review the High School Graduation Requirements due to the recent discussions. Pogany, addressed the group reminding them of the requirements passed three years ago. State Boards set minimum requirements and schools and then school districts can add to this. State Board did not change total number of credits required. It was a



rearrangement of courses within. Total number required remains at 22. Physical Education requirement is the proposed board discussion today. Board members have not had any discussion up to this point about changing this minimum requirement of PE. Duncan asked Kari Senger, Coordinated School Health director for the DOE if schools have made any major health/pe studies. Kirkegaard stated that the majority of school districts in his area increased after the minimum requirement was imposed.

### **1.0 High School 2025**

Mark Wilson, & Wade Pogany, DOE, shared that HS 2025 will be rolled out tomorrow pertaining to the Governor's 2025 workforce. First meeting of Advisory Council will be [April 9](#). Draft checklist (see handout filed with the secretary's office) As a result of the P21 Council and High Schools That Work, we have an opportunity to develop "Best Practices" for high schools. Wilson invited the board to the first meeting in Oacoma at 10:00 a.m. on April 9.

### **2.0 4-R's Opportunity / State Scholars**

Mark Wilson, DOE, introduced Rich Deaver, to present the 4-R's Opportunity / State Scholars program. The initiative is part of a national program that motivates students to complete a rigorous course of study in high school, with the goal of better preparing them for success in postsecondary education or training, as well as in their future careers.

As the core of SDSS, funded by the U.S. Department of Education's Office of Vocational and Adult Education (OVAE) and administered by the Western Interstate Commission for Higher Education (WICHE) and the South Dakota Chamber of Commerce and Industry, in coordination with the South Dakota Department of Education, are state-level partnerships between the business and education communities to encourage middle and high school students to excel academically. When business people visit classrooms to talk to students directly about the importance of taking math, science, language arts, and social studies, and when they discuss how a rigorous education benefits their employees in the workplace every day, they bring home for students the value of a strong education in a real world, bottom-line way. That's a message all students need to hear, but one that's especially important for low-income students.

### **3.0 Relationships – Teachers as Advisors**

Mark Wilson, DOE, introduced Coleen Keffeler, Sturgis - President for ACTE The Teachers as Advisors program is a classroom guidance delivery system where middle school and high school students are divided into small groups, each facilitated by a local educator, to receive support services including; personal / social development, academic development and career development.

### **4.0 Relevance – Youth Internships**

Mark Wilson, DOE introduced Coleen Keffeler, Sturgis to talk about Youth Internships and how they allow students the opportunity to consolidate and apply the learning from their high school coursework into a meaningful and relevant on-the-job experience. An internship is an opportunity for a student to spend time with one or more employees at a business, non-profit organization or government agency. The objective is to observe

and gain hands-on experience in how business and industry work. The Internship experience is selected based on the student's chosen career cluster/pathway.

### **5.0 Relevance – Senior Experience**

Mark Wilson, DOE, introduced Christena Schultz, Teresa Froelick, Jean Clarke, Emery and Bridgewater school - The Senior Experience, a component of the 2010 Education Initiative, is a high school capstone experience that requires students to demonstrate not only what they know, but what they can do. Students become an expert in their chosen topic and showcase the skills and abilities they have gathered through their high school experience.

The Senior Experience reflects the student's interests, allowing them to design their own research topic. The project encourages research from a wide variety of resources including interviews, journals, print and electronic sources. The project also develops time management and organizational skills necessary for the world of work. Oral presentation skills are explored and improved through participation in the project. Through completion of the paper, students are asked to perfect writing skills. Seniors who have participated in this program have experienced personal growth, personal satisfaction, and the opportunity to combine their learning in various subject areas into one project. (see handout filed in the secretary's office)

### **6.0 Rigor/Results – High Schools That Work**

Mark Wilson, DOE, introduced Charlotte Mohling who shared the vision of High Schools that Work - schools that become a part of the "High Schools That Work" network are expected to show progress in changing school and classroom practices in ways that improve student achievement. Schools are expected to focus on practices that have proven most effective in advancing student achievement.

Mark Wilson, DOE recognized three key people Marsha Kucker, Gloria Smith Rockhold and Rich Deaver who started the initiative of high school reform.

### **7.0 Career Clusters Update**

Mark Wilson & Becky Nelson, DOE, shared that the Department of Education has taken a leadership role in the utilization and implementation of Career Clusters. Career Clusters – The New Horizon. When the committee work is done the teachers of South Dakota will have a wonderful product in hand that they can use. Students will be able to see a career path.

Wilson shared that the state has been asked to present on an administrative level at the national conference on High School Reform – Career Clusters.

Don Kirkegaard moved and Richard Gowen seconded to adjourn the meeting was adjourned at 11:55 a.m.

The next meeting will be a conference call on April 4<sup>th</sup> from 10:00 a.m. – 11:00 a.m. to deal with the item of Technical Institute Facility planning projects. Information regarding the call will be sent to each.

I, Rick Melmer, Executive Officer of the South Dakota Board of Education, declare the foregoing to be a complete and true record of the minutes of the South Dakota Board of Education held on May 21, 2007.

A handwritten signature in black ink, appearing to read 'Rick Melmer', with a large, stylized initial 'R'.

Rick Melmer